

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 13**

STARBUCKS CORPORATION

and

**Cases 13-CA-296221
13-CA-296225**

**WORKERS UNITED AFFILIATED
WITH THE SERVICE EMPLOYEES
INTERNATIONAL UNION (SEIU)**

**ORDER CONSOLIDATING CASES, CONSOLIDATED
COMPLAINT AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board) and to avoid unnecessary costs or delay, IT IS ORDERED THAT Case 13-CA-296221 and Case 13-CA-296225, which are based on charges filed by Workers United affiliated with Service Employees International Union (Charging Party), against Starbucks Corporation (Respondent) are consolidated.

This Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act, 29 U.S.C. § 151 et seq. (the Act) and Section 102.15 of the Board's Rules and Regulations, and alleges Respondent has violated the Act as described below:

I

(a) The charge in case 13-CA-296221 was filed by the Charging Party on May 20, 2022, and a copy was served on Respondent by U.S. mail on May 23, 2022.

(b) The first amended charge in case 13-CA-296221 was filed by the Charging Party on July 20, 2022, and a copy was served on Respondent by U.S. mail on July 22, 2022.

(c) The charge in case 13-CA-296225 was filed by the Charging Party on May 20, 2022, and a copy was served on Respondent by U.S. mail on May 23, 2022.

(d) The first amended charge in case 13-CA-296225 was filed by the Charging Party on July 20, 2022, and a copy was served on Respondent by U.S. mail on July 22, 2022.

II

(a) At all material times, Respondent has been a Washington corporation with headquarters in Seattle, Washington, and facilities located throughout the United States, including facilities located at 2543 N. California Ave., Chicago, IL (Respondent's 2543 N. California facility) and 1070 W. Bryn Mawr Ave., Chicago, IL (Respondent's 1070 W. Bryn Mawr facility), and has been engaged in retail sale of food and beverages.

(b) During the preceding twelve months, a representative period, Respondent, in conducting its business operations as described above in paragraph II (a), derived gross revenues in excess of \$500,000 and purchased and received goods valued in excess of \$5,000 directly from points outside the State of Illinois.

(c) At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

III

At all material times, the Charging Party has been a labor organization within the meaning of Section 2(5) of the Act.

IV

At all material times, the following individuals held the position set forth opposite their respective names and have been supervisors of Respondent within the meaning of Section 2(11) of the act and agents of Respondent within the meaning of Section 2(13) of the Act:

(b) (6), (b) (7)(C)	-	(b) (6), (b) (7)(C)
	-	
	-	
	-	
	-	

V

(a) About February 2022, Respondent, by (b) (6), (b) (7)(C), at Respondent's 2543 N. California facility, interfered with employees Section 7 rights by informing employees that they are not allowed to wear items including but not limited to facial masks in support of the Union.

(b) About April 26, 2022, Respondent, by (b) (6), (b) (7)(C), at Respondent's 2543 N. California facility, interfered with employees Section 7 rights by informing employees that they are not allowed to wear items including but not limited to t-shirts in support of the Union.

(c) About May 10, 2022, Respondent, by (b) (6), (b) (7)(C) at Respondent's 1070 W. Bryn Mawr facility:

- (i) Threatened employees with loss of benefits for engaging in union and/or protected concerted activities;
- (ii) Threatened employees with loss of a wage increase for engaging in union and/or protected concerted activities;
- (iii) Interrogated employees about their union membership, activities, and sympathies;
- (iv) Informed employees that it would be futile for them to select the Charging Party as their bargaining representative.

VI

By the conduct described above in paragraph V, Respondent has been interfering with, restraining and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act.

REMEDY

WHEREFORE, as part of the remedy for the unfair labor practices alleged above in paragraph V, the General Counsel seeks an Order requiring Respondent to hold a meeting or meetings with Respondent's employees, scheduled to ensure the widest possible attendance on each shift, at which a responsible management official of the Respondent will read the Notice in English to employees on work time in the presence of a Board Agent and one representative from the Charging Party Union. The General Counsel further seeks all relief as may be just and proper to remedy the unfair labor practices alleged.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the consolidated complaint. The answer must be **received by this office on or before August 30, 2022 , unless that date is a holiday], or postmarked on or before August 29, 2022.** Respondent also must serve a copy of the answer on each of the other parties.

The answer must be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. Responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that

the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on November 15, 2022, 10:00 a.m. at The Dirksen Federal Building, 219 South Dearborn Street, Suite 808, Chicago, IL 60604 or via Zoom Video Conference, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this consolidated complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated at Chicago, Illinois this 16th day of August 2022.

/s/ Angie Cowan Hamada

Angie Cowan Hamada
Regional Director
National Labor Relations Board
Region 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Attachments